

INTERNAL QUALITY ASSURANCE CELL (IQAC)

Ganjam College, Ganjam



INTERNAL GENDER AUDIT REPORT

Academic session-2022-2023

Audit Conducted by: Smt. Bairi Devi – Lecturer in Odia
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Report Submitted to IQAC

Introduction: A gender audit is a tool to check and assess the institutionalization of gender equality into organizations, including in the institutional policies, programs, projects and/or provision of services, proceedings etc. The basic assumption of gender audit in an educational institution is that public policy impacts differently on female and male learners. The purpose of gender audit is to lead to changes in public policy that contribute to an increase in gender equality.

UNICEF says gender equality "means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike". On a global scale, achieving gender equality also requires eliminating harmful practices against women and girls, including sex trafficking, female infanticide, sexual violence, workplace harassment, gender wage gap and other oppressive tactics. Without tackling biased gender social norms, we will not achieve gender equality or the Sustainable Development Goals.

Objectives of Gender Audit:

1. To identify the areas where the gender inequality exists.
2. To identify the probable reason for the gender inequality.
3. To establish good gender balance in decision-making processes in all areas of the college activities.
4. To devise ways to bridge the gender gap.
5. To Foster gender equality in all aspects of college community.
6. To implement prevention of sexual harassment effectively.
7. To identify ways to make college campus safer for women.

The Gender Audit was conducted in the following process –

- i) Orientation of the students and Staff members through various activities like Interactive Talk, Posters, PPT Presentations and various Competitions etc.
- ii) Questionnaire was circulated among the students to understand their awareness about gender equality in the College premises.
- iii) Had written the findings and also shared the results with the principal of the college for implementation of the recommendations

- iv) Statistical Gender Analysis was collected of all staff-members, students and the management.

The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality.

GENDER EQUALITY POLICY OF THE INSTITUTION

The college always concentrates on the qualitative performance of students along with their overall personality development. Observing gender equality, the girls are provided with various facilities and special attentions.

NCC/NSS/YRC units for girls concentrate in developing their characters and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. These units focus on the outstanding achievements of the girls including providing motivation for their career advancement, personality development and social responsibilities. Special infrastructural facilities are provided for the girls. They are also given self-defense trainings.

Girls are made aware of laws and by-laws by organizing talks of eminent judges, lawyers etc. Anti-ragging Committee, Internal Complaint Committee, Women's Cell, Equal Opportunity Cell etc. are in existence in the college. These committees arrange lectures of lawyers, social workers to aware the girls for their privileges and rights. In the field of Cultural Activities and Sports, girls have achieved grand success. Their participation in Youth Festival and various competitions gives name and fame to both to college and to themselves. Ganjam College is striving towards non-discrimination of any kind based on gender differentiation or any other factors like caste, creed, race, nationality and others.

Women's Cell and awareness program for girl students:

- The Institution has an active Committee on Atrocities against Women as well as a Women Cell that works in close coordination to look into the concerns of the women staff and students. Gender sensitization and empowerment of students are other primary issues dealt with by the committee.

- Apart from its main task at redressals the committee attempts at maintaining a healthy female friendly environment within the college campus. An effort in this direction has been the establishment of a Girls Common Room for the comfort of the girl students.
- The committee also organizes awareness lectures for students on relevant issues such as “Beti Bachao- Beti Padhao”, Cyber Crimes and their Prevention, Legal Literacy and Rights of Women, Health lectures on Cancer and First Aid, Women Empowerment etc.
- The College ensures organizing lectures by Inspirational Women such as Collector, Additional Superintendent of Police, and Civil Judges so as to motivate the girl students of the college.

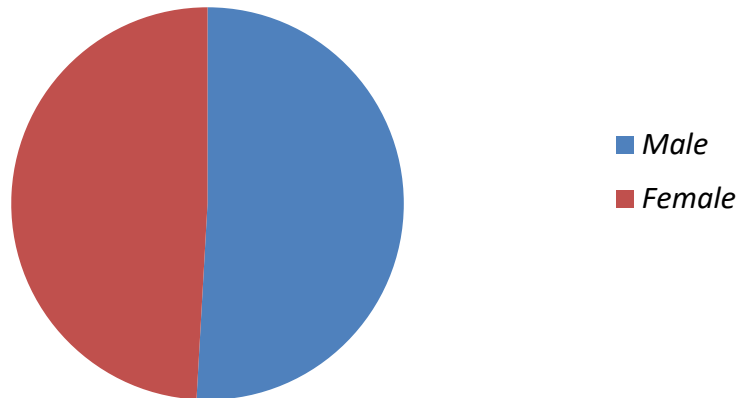
Awareness Programs organized Especially for Girls Students:

- Awareness program on legal rights.
- College organized various programs on self defense including training in martial art, briefing by the Raksha Team, Drug police and to safety from cyber crime.
- Health talks on cancer and gynecology related problems were addressed by the invited doctors.
- Training programs organised for generating awareness for self employment (Training on Beauty parlor courses).

Sample Statistical Survey:

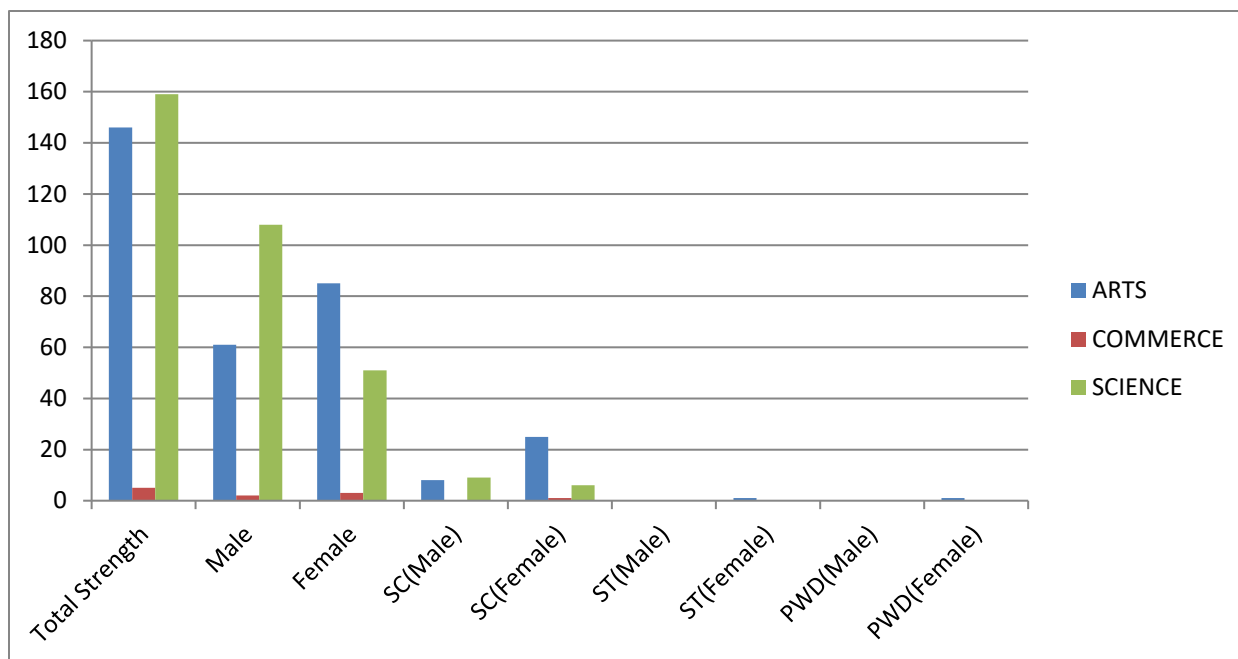
GENDER RATIO OF STUDENTS		
Total Strength	Male	Female
894	455	439

GENDER RATIO OF STUDENTS



Academic Session 2020-2023										
	Subject	Total Strength	Male	Female	SC (Male)	SC (Female)	ST (Male)	ST (Female)	PWD (Male)	PWD(Female)
ARTS	Economics	11	4	7		1				
	English	9	4	5		1				
	History	36	19	17	2	3				
	Odia	52	17	35	5	14				1
	Philosophy	1	1							
	Political Science	37	16	21	1	6		1		
COMMERCE	Commerce	5	2	3		1				
SCIENCE	Chemistry	47	32	15	2	2				
	Mathematics	12	10	2						
	Physics	53	41	12	1	1				
	Botany	22	14	8	3	1				
	Zoology	25	11	14	3	2				

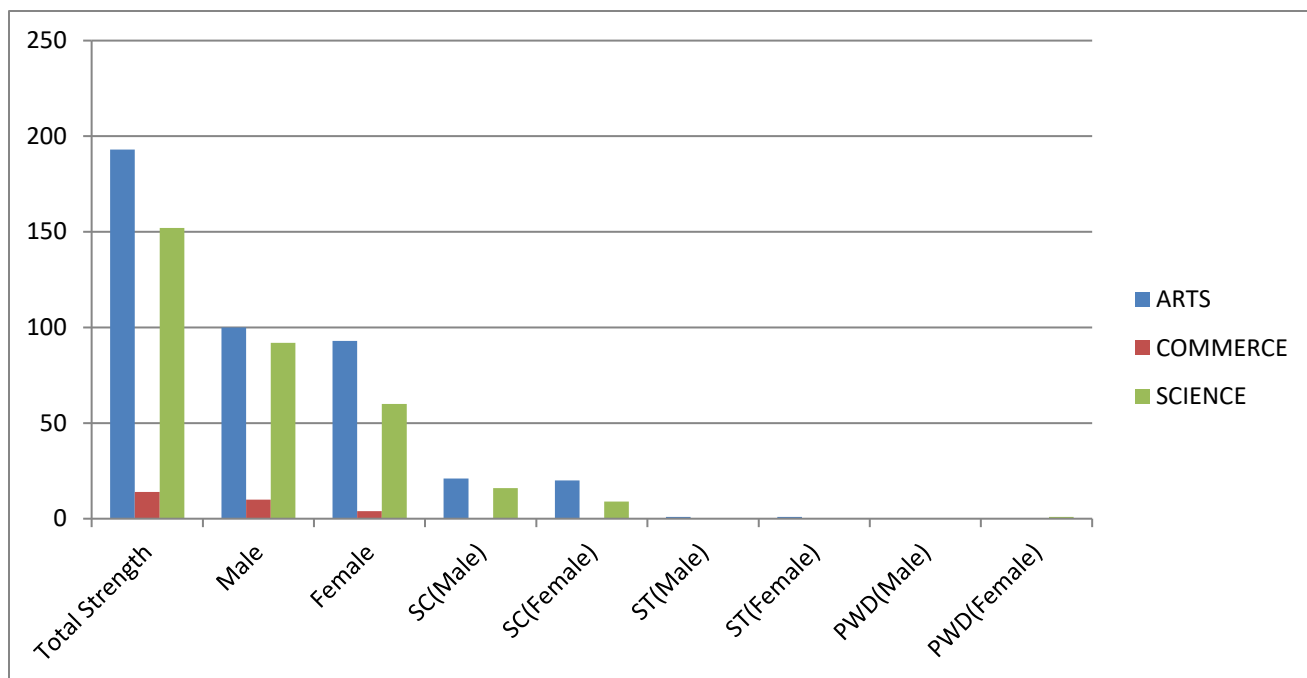
	Total Strength	Male	Female	SC (Male)	SC (Female)	ST (Male)	ST (Female)	PWD (Male)	PWD (Female)
ARTS	146	61	85	8	25		1		1
COMMERCE	5	2	3		1				
SCIENCE	159	108	51	9	6				



Academic Session 2021-2024

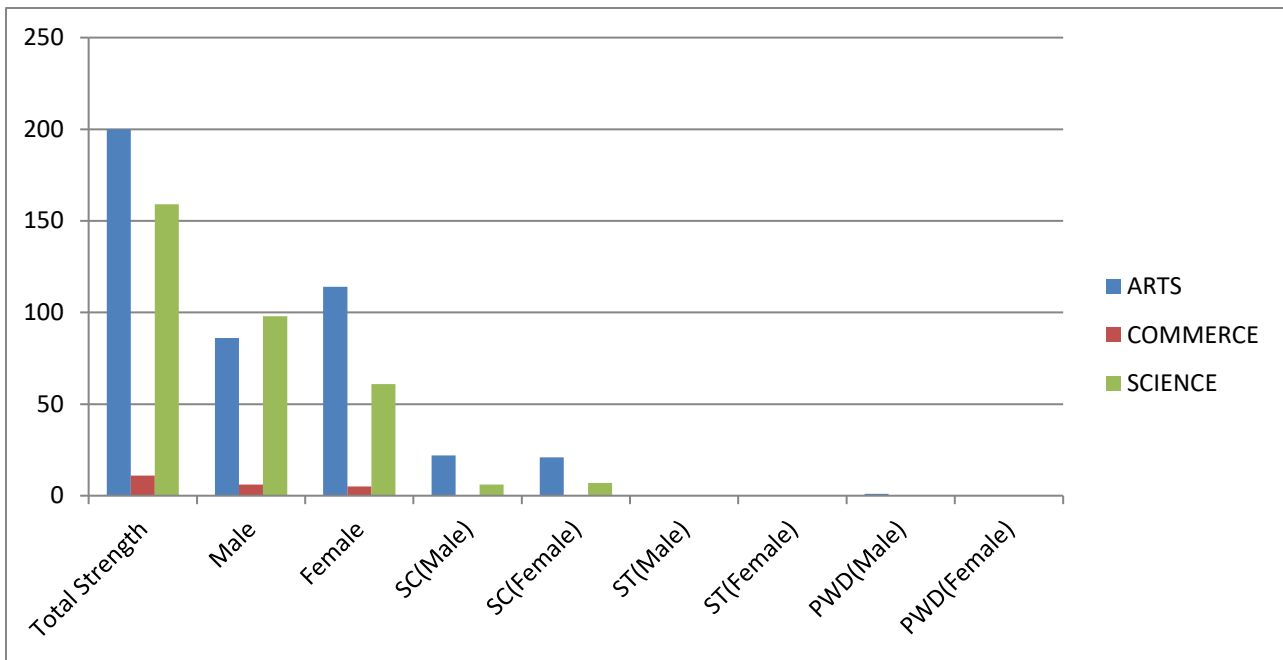
	Subject	Total Strength	Male	Female	SC (Male)	SC (Female)	ST (Male)	ST (Female)	PWD (Male)	PWD (Female)
ARTS	Economics	32	22	10	6	3				
	English	18	6	12		1	1			
	History	54	33	21	5	6		1		
	Odia	46	20	26	7	3				
	Philosophy	6	3	3						
	Political Science	37	16	21	3	7				
COMMERCE	Commerce	14	10	4						
SCIENCE	Chemistry	49	25	24	4	3				
	Mathematics	9	5	4	1	1				
	Physics	46	38	8	6					1
	Botany	26	17	9	4	2				
	Zoology	22	7	15	1	3				

	Total Strength	Male	Female	SC (Male)	SC (Female)	ST (Male)	ST (Female)	PWD (Male)	PWD (Female)
ARTS	193	100	93	21	20	1	1		
COMMERCE	14	10	4						
SCIENCE	152	92	60	16	9				1

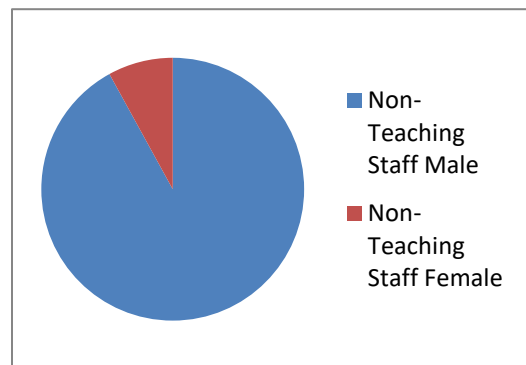
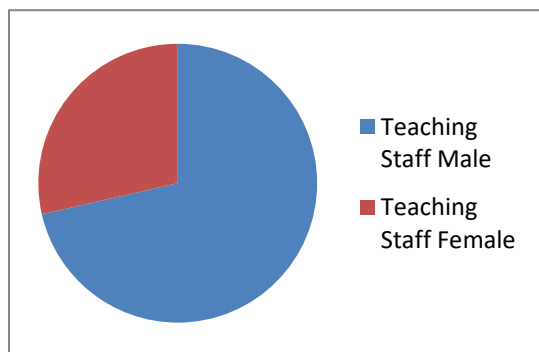


Academic Session 2022-2025										
	Subject	Total Strength	Male	Female	SC (Male)	SC (Female)	ST (Male)	ST (Female)	PWD (Male)	PWD (Female)
ARTS	Economics	30	17	13	3	4				
	English	18	5	13	1	1				
	History	50	28	22	8	1				
	Odia	54	15	39	5	9			1	
	Philosophy	8	3	5						
	Political Science	40	18	22	5	6				
COMMERCE	Commerce	11	6	5						
SCIENCE	Chemistry	52	28	24	3	2				
	Mathematics	8	7	1						
	Physics	45	38	7	2					
	Botany	27	11	16	1	3				
	Zoology	27	14	13		2				

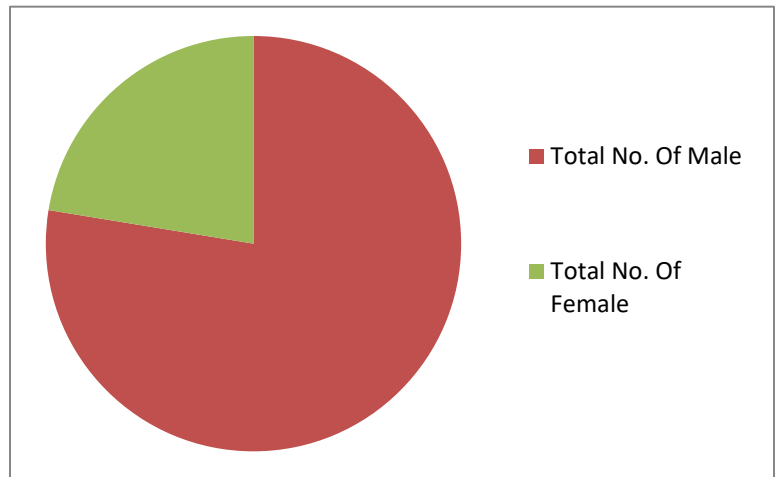
	Total Strength	Male	Female	SC (Male)	SC (Female)	ST (Male)	ST (Female)	PWD (Male)	PWD (Female)
ARTS	200	86	114	22	21			1	
COMMERCE	11	6	5						
SCIENCE	159	98	61	6	7				



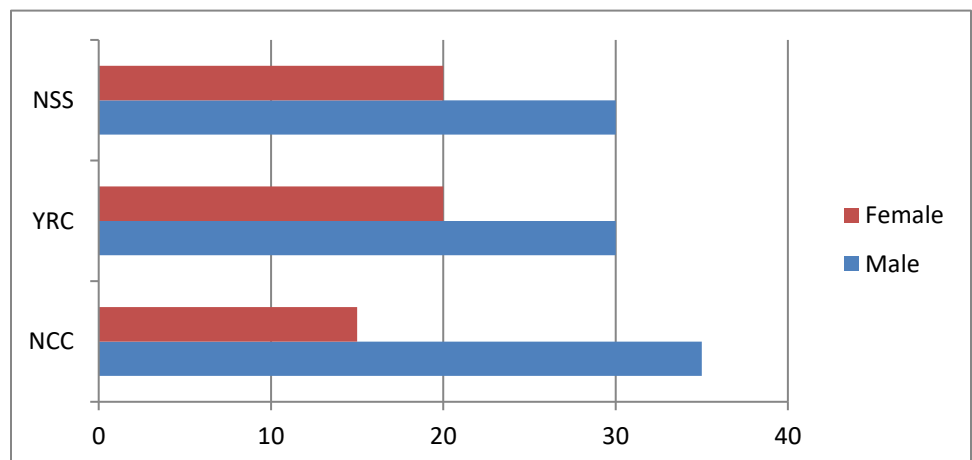
Academic Session 2022-2023	
Teaching Staff	
Male	Female
30	12
Non-Teaching Staff	
Male	Female
23	2



Committees	
Total No. Of Male	180
Total No. Of Female	52

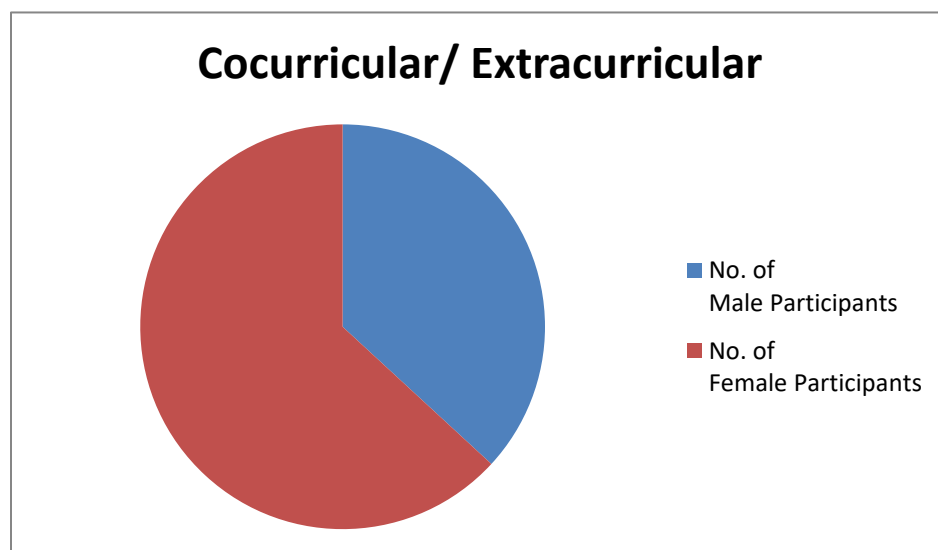


Extension Wings		
	Male	Female
NCC	35	15
YRC	30	20
NSS	30	20



SL. No.	Programme Name	No. of Male Participants	No. of Female Participants
1	Womens Day Celebration	40	140
2	Career Counselling	35	38
3	Mo College Abhiyan	60	80
4	Exhibition Cum Awareness	42	76
5	National Seminar	55	86
6	Azadi Ka Amrit Mahotsav	45	119
7	NSS Camp	30	20
8	NCC Camp	18	07
9	YRC Day	30	20
10	Voters Day	197	324
11	National Science Day	35	55

Cocurricular/ Extracurricular	No. of Male Participants	No. of Female Participants
	502	860



Salient Findings

- Students strength particularly girls strength is increasing continuously in UG programmes.
- Students of backward classes have bigger share in admission.
- The participation of girls in cultural and extension activities is higher than boys.
- Girl students show more interest in Career Counselling.


Suggestions


- Will try to organize self defence programmes on a regular basis.
- More awareness program on Legal rights.
- College intends to introduce self employment trainings in different subjects including career guidance.


Conclusion

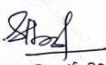
It is found that the College has lots of strengths and some weaknesses. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all section of society is increasing and there is no gender issues complaints, it will contribute more towards making the college a gender sensitive institution. Many programs are conducted from time specifically for girls students to enhance their confidence building. With the strong will power and commitment to gender justice, the College would certainly make a mark even in the areas that need some improvements.

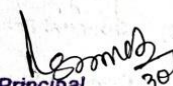
----- Thank You -----


30.05.2023


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30.5.23
Coordinator, IQAC
Ganjam College, Ganjam


Principal
Ganjam College
Ganjam
30/05/23